
ASPIRA, Inc.
of New Jersey



Leadership through Education

Annual Report

for the year ended
June 30, 1991

ASPIRA, Inc. of New Jersey is a nonprofit organization providing counseling and leadership development programs to Puerto Rican, Hispanic and other minority youth. It was founded in 1968 by a group of Hispanic leaders and educators recognizing the need to ameliorate the alarming drop-out rate among Puerto Rican youth within the state. Its mission became the strengthening of the economic base of the Hispanic community by promoting education among its youth – and thus, creating the community's future leaders.

In 1987, ASPIRA, Inc. of New Jersey expanded from an organization serving students of Greater Newark to a state wide agency serving students from five counties throughout the state: Camden, Essex, Hudson, Mercer, and Passaic.

ASPIRA's mission of "Leadership through Education" reinforces:

- a value for education;*
- community awareness and participation;*
- a positive self-identity;*
- the development of leadership skills;*
- parental awareness of educational programs and policies that affect their children.*

LETTER FROM THE EXECUTIVE DIRECTOR AND CHAIRPERSON

During 1990/1991, the first year of the last decade of this century, we continue preparing for the future of our community and society, in general.

This year our agency has served over 3,200 students throughout the state of New Jersey. They have been provided with both educational and career counseling, opportunities to participate in career conferences and field trips, and intensive career workshops and seminars. We have placed 55 students in pre-college programs, both on the state and national level; and furthermore, we have placed 247 of our seniors and graduate students into post-secondary educational institutions.

In addition to providing our traditional services, we have begun refocusing our energies on the more critical problems affecting our students in their communities: lack of adequate educational preparation, poverty and a lack of positive role models. These needs are common to our students throughout New Jersey.

One such problem is the special issues facing the young men within our communities. As you can see in the chart on page 10, ASPIRA, Inc. of New Jersey has a caseload of which there are two females for every one male. This reflects the greater risk of losing Latinos and other minority males early to the self-destructive opportunities within their communi-

ties. Thus, ASPIRA has chosen to address this problem confronting our young men within their communities by hiring more male counselors in the agency. These male counselors are special in that they come from the very same communities as do their students, and thus, they are successful role models.

Another problem is the need to have greater parental participation in the education of their children. Thus, through the Hispanic Community Mobilization Program, efforts were made to introduce parents to their legal rights within the school system. In addition, ASPIRA exposed parents to programs available to their children during the summer that not only strengthened their educational skills but also provided students with stipends. These efforts were used to reinforce the work of the ASPIRA counselors in dropout prevention.

As part of this program, ASPIRA also goes beyond the doors of its schools into the surrounding communities. In March of 1991, ASPIRA was part of a community fair sponsored by Saint Michael's Church in Newark. Community outreach is another method utilized in the agency to expose parents to programs available to their children in the city of Newark.

Finally, in formulating solutions to problems afflicting our communities, ASPIRA has also begun to focus on the



uniqueness of each community we serve in New Jersey. Consequently, we have recognized the special needs of the poorest community in the state, Camden. We are taking steps to obtain additional funds through the US Department of Education to expand and reinforce the services provided to our students through our counselors. We are optimistic that this program will be funded because of the severity of living conditions affecting our students in Camden.

ASPIRA, Inc. of New Jersey plays a special role within our state in the development of Hispanic and minority youth in the major urban areas. We have continued to address the loss of the most precious commodity within the state, our youth, through positive educational, cultural, and social experiences. It is through these efforts that New Jersey will be assured a more hopeful future.

Hilda Rosario
Executive Director

LEADERSHIP DEVELOPMENT



ASPIRANTES of Pyne Point Middle School celebrating their awards

"Leadership through education" is the primary focus of ASPIRA. Through education, ASPIRA develops the leadership skills of its youth and, thus, has a positive impact on the future of the communities it serves.

Leadership development begins within the ASPIRA Clubs of fourteen schools throughout five counties in New Jersey: Camden, Essex, Hudson, Mercer and Passaic. Through the clubs our students, or *ASPIRANTES*, as we call them, begin to understand and implement the elements composing our system of democratic government. The students work both individually and through committees to address concerns and interests of its membership.

Also, on a monthly basis, its membership may participate in field trips to colleges and professional institutions, museums and career conferences. In

addition, the *ASPIRANTES* organize fund raisers through bake sales or school performances in order to coordinate activities of their own interest. And finally, our students attend workshops addressing topics ranging from drug abuse and teenage pregnancy to career development and cultural awareness.

The Leadership Development component is initiated each academic year with the ASPIRA Student Leadership Retreat held at the Princeton Educational Center in Blairstown, New Jersey. Through physical and mental exercises, ASPIRA Club leaders learn the essential skills of problem solving and teamwork. Through the difficult challenges encountered, they develop the priceless traits of trust, self-confidence, and the realization that they have the potential to overcome their fears.

The academic year ends with the Awards Night Ceremony. This celebration gives parents an opportunity to honor, with ASPIRA, their child's academic excellence and commitment to the community. The Ceremony ends with the students affirming their commitment to the values of achievement and human development through the reciting of the initiation oath, called El Areyto. Below are several verses delineating the ideals the students affirm:

*"Peace within humanity,
The defense of the rights and
Prerogatives of the culture
For the benefit of all,
The motivation of studies and efforts,
Dedication to the task of stimulating
Within myself and others
Excellence in the fields of
Sciences, Arts and Professions,
for the services of our community in
New Jersey and wherever
we may find ourselves..."*



Olga Montero, from Newark, is chosen ASPIRANTE OF THE YEAR

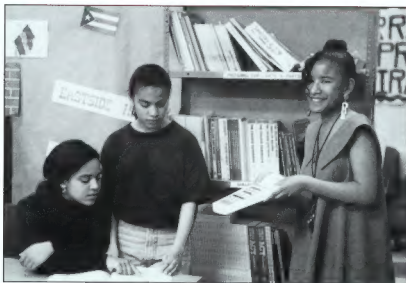
THE PUBLIC POLICY LEADERSHIP PROGRAM

It is through the Annual Retreat that the core group for the Public Policy Leadership Program is formed. This program is designed to give the existing leaders of the student clubs a deeper look into public policy and community change. One component of the program requires that students identify problems within their schools and communities. Through guest speakers and their own research, they become aware of mechanisms that can be utilized to affect change. Students are also mentored with a state or local leader who has experience in addressing such issues within the community.

The Public Policy students culminate the year with the Youth Conference. The Youth Conference gives the students an opportunity to research five issues affecting the youth with their own communities. This year's topics addressed: War in the Eyes of Latinos, the Quality Education Act in New Jersey, Excessive Physical Force Utilized by Police Officers, Equal Employment Opportunities, and Environmental Concerns.

And finally, it is through the active participation within the program that two students are identified and invited to represent ASPIRA in a national mentorship program at our nation's capital, Washington, D.C.

COLLEGE AND CAREER AWARENESS



ASPIRA counselors are responsible for assisting and guiding students toward career and educational opportunities. Through intensive career and academic counseling, the counselors guide students in their preparation for the academic challenges ahead. Workshops are held monthly using a wide range of video and audio resources; frequently guest are invited to discuss alternative careers.

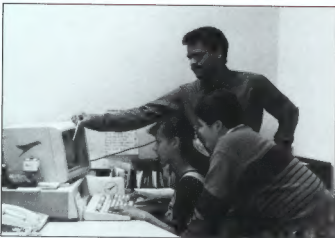
During the 1990/91 academic year, ASPIRA has sponsored seven different career conferences, ranging from legal careers to math and science careers. Over 1000 students had the opportunity to participate in workshops comprising the conferences that exposed them to various non-traditional career choices.

One of the most exciting conferences was the Legal Careers Conference co-sponsored with the Administrative Offices of the Courts. At the Richard Hughes Justice Complex in Trenton, students were given an opportunity to meet and dialogue with Hispanic judges, lawyers, and other professionals in the legal field. They also participated in a mock trial in which they played judge, jury and counsel.

Other highlights of this year's events were the career conferences held at William Paterson College in Wayne and Rutgers University in Camden. Both conferences exposed students to the disciplines of social science, computer science, theoretical, applied and environmental sciences, political science and journalism.

ASPIRA, annually through its Health Career Conference and its Math and Science Conference, exposes students to the opportunities the students have before them in considering these fields. The keynote speaker of the Health Careers Conference, Dr. Evelyn Seda Lequerica, reflected on the challenges she overcame throughout her life to attain her medical degree.

EARLY INTERVENTION



One of the most critical parts of the ASPIRA programs has been its Early Intervention Program. This program is designed to identify and assist students in school confronting obstacles, thus ameliorating problems before entering high school, where problems are further complicated. Early Intervention is essential to our mission of dropout prevention.

ASPIRA is presently serving three middle schools in the state: Pyne Poynt Middle School in Camden, Trenton Junior High School #2 and Luis Muñoz Marín Middle School in Newark. Our counselors focus their energies on preparing students to take pre-college programs in high school, and in placing students in pre-college summer programs sponsored by New Jersey colleges and universities.

This year, ASPIRA and New Jersey Institute of Technology co-sponsored the Math and Science Junior High School Conference. The students participated in workshops that gave them "hands on" learning experiences dealing with electricity, architecture, and other math and science fields.

CULTURAL AWARENESS

The importance of cultural identity is stressed at every level of programming in ASPIRA. Workshops are held in history and cultural awareness in the ASPIRA Clubs, in the Public Policy Leadership Program and at the conference level.

For the past three years, ASPIRA has made the Cultural Awareness Conference an intricate part of its programs. In conjunction with Rider College in Lawrenceville, New Jersey, ASPIRA has offered its students an opportunity to learn about what it means to be Hispanic: the music, the politics and history, the heroes and heroines, the philosophers and poets. The students had an opportunity to celebrate Hispanic Awareness Month and Puerto Rican History Month during the months of September and November.

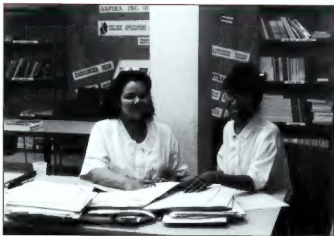
Every year ASPIRA gathers its students to celebrate Hispanic music and art through the Puerto Rican Parades held within all of New Jersey's major cities. In preparation for these events, students and staff learn traditional and folkloric song and dances to perform during the parades.

This year, our students focused on the *plena*, a traditional dance originating from the country people of the island. Together with parents and community leaders, they offer a feast of colors, song, and dance for the eager eyes and ears of both the young and old of the Hispanic communities throughout the state.



STAFF DEVELOPMENT

In order to insure that staff is prepared to assist the special needs of those it services, it provides extensive training and educational programs for its counselors. Counselors participate in training sessions provided by ASPIRA and by the Educational Testing Service. These activities help the counselors learn how to provide support to each other so as to best serve the students that depend on them.



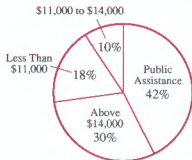
Annette and Nancy, ASPIRA counselors, discuss their students' progress

Staff retreat

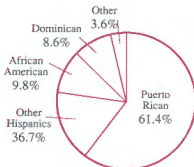


THE ASPIRA FAMILY

The following graphs show the general characteristics of the recipients of the direct services provided by ASPIRA, Inc. of New Jersey. These charts show the ethnic, economic and statewide distribution of its students.



INCOME DISTRIBUTION



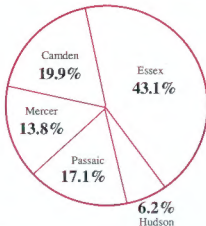
ETHNIC DISTRIBUTION



GENDER DISTRIBUTION

State Distribution

Aspira, Inc. of New Jersey services five counties throughout the State. Within the last 5 years, Aspira has expanded its services dramatically within Camden and Mercer Counties.



ASPIRA, Inc. of New Jersey
Balance Sheet
June 30, 1991

Current Funds				
ASSETS				
	Unrestricted	Restricted	Fixed Assets	Total All Funds
Cash	\$237,895	\$17,520	-	\$255,415
Grants Receivable	-	58,284	-	58,284
Due from The Aspara Association, Inc.	-	23,840	-	23,840
Property, equipment and improvements	-	4,780	40,727	45,507
Other assets	8,197	600	-	8,797
Interfund transfer	(15,276)	(15,276)	-	-
	<u>\$230,816</u>	<u>\$120,300</u>	<u>\$40,727</u>	<u>\$391,843</u>

LIABILITIES AND FUND BALANCES

Accounts payable and accrued expense	\$3,939	\$2,043	-	\$5,982
Grant advances	10,130	106,056	-	116,186
Due to The Aspara Association, Inc.	-	7,464	-	7,464
Total Liabilities	14,069	115,563	-	129,632
Building Fund	86,084	-	-	86,084
Fund balances	130,663	4,737	40,727	176,127
	<u>\$230,816</u>	<u>\$120,300</u>	<u>\$40,727</u>	<u>\$391,843</u>

SOL MASCH & COMPANY

CERTIFIED PUBLIC ACCOUNTANTS

1890 GRAND AVENUE

BALDWIN, NEW YORK 11510

Independent Auditor's Report On Financial Statements

Board of Directors
 Aspara, Inc. of New Jersey

We have audited the accompanying balance sheet of Aspara, Inc. of New Jersey as of June 30, 1991, and the related statement of support, revenue and expenses and changes in fund balances, changes in financial position, and functions expenses for the year then ended. These financial statements are the responsibility of the company's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit

also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Aspara, Inc. of New Jersey as of June 30, 1991, and the results of its operations and the changes in its fund balances and its financial position for the year then ended, in conformity with generally accepted accounting principles.

Baldwin, New York
 October 24, 1991

Sol Masch & Company

ASPIRA, Inc. of New Jersey*Statement of Support, Revenue and Expenses and Changes in Fund Balances*

Year Ended June 30, 1991

	Current Funds			Total All Funds
	Unrestricted	Restricted	Fixed Asset Fund	
Public Support, Grants and Revenue:				
Corporations and foundations	\$188,725	\$144,817	\$4,194	\$337,736
Government grants	10,000	277,596	-	287,596
Transfers from The Aspira Association, Inc.	-	70,898	-	70,898
Community, including United Way	41,946	62,000	-	103,946
Miscellaneous	9,617	-	-	9,617
Transfers of administrative overhead	9,061	(9,061)	-	-
Total public support, grants and revenue	259,349	546,250	4,194	809,793
Expenses:				
Program Services:				
Health career opportunities	742	44,216	-	44,958
Math and science programs	-	75,445	-	75,445
Other career and educational counseling	20,369	427,801	-	448,170
Total program services	21,111	547,462	-	568,573
Supporting Services:				
Management and general	163,035	-	22,907	185,942
Fund raising	67,932	-	499	68,431
Total supporting services	230,967	-	23,406	254,373
Total expenses	252,078	547,462	23,406	822,946
Excess (Deficiency) of public support, grants and revenue over expenses				
	7,271	(1,212)	(19,212)	(13,153)
Transfers from (to) other funds	40	(40)	-	-
Transfers to building fund	(86,084)	-	-	(86,084)
Fund balances, beginning of period	209,436	5,989	59,939	275,364
Fund balances, end of period	\$130,663	\$4,737	\$40,727	\$176,127

These condensed statements have been prepared by management to provide an abbreviated view of ASPIRA, Inc. of New Jersey. They should not be substituted for or used in place of audited financial statements. Audited financial statements for the year ended June 30, 1991 are available from management upon request.

ASPIRA, Inc. of New Jersey
Statement of Functional Expenses
 Year Ended June 30, 1991

	Program Services				Supporting Services			
	Health Career Opportunities	Business Career	Career & Educational Counseling	Total	Management and General	Fund Raising	Total	Total Expenses
Salaries	\$36,728	\$38,407	\$239,617	\$314,752	\$45,561	\$18,115	\$63,676	\$378,428
Payroll taxes and fringe benefits	5,886	7,960	53,028	66,874	11,999	1,793	13,792	80,666
Total salaries and related services	42,614	46,367	292,645	381,626	57,560	19,908	77,468	459,094
Board activities and meetings	-	-	-	-	1,457	-	1,457	1,457
Contributions and community support	-	-	-	728	-	728	-	728
Educational and program materials	352	1,161	3,011	4,524	-	-	-	4,524
Insurance	-	-	1,450	1,450	6,730	-	6,730	8,180
Interest	-	-	-	-	70	-	70	70
Occupancy, utilities and maintenance	1,071	7,702	38,431	47,204	28,397	3,437	31,834	79,038
Printing and publications	-	305	548	898	1,988	11,947	13,935	14,833
Professional fees and contractual services	-	7,776	41,319	49,095	42,752	24,282	67,034	116,129
Program activities, seminars and workshops	336	2,397	10,633	13,366	-	-	-	13,366
Scholarships and stipends	348	3,314	23,135	26,797	-	-	-	26,797
Supplies and equipment rental	-	1,460	11,562	13,022	9,746	3,292	13,038	26,060
Telephone and postage	-	2,602	9,174	11,776	6,532	5,066	11,598	23,374
Travel and meetings	237	2,316	14,022	16,575	6,852	-	6,852	23,427
Miscellaneous	-	-	-	-	223	-	223	223
Total expenses before depreciation and amortization	44,958	75,445	445,930	566,333	163,035	67,932	230,967	797,300
Depreciation and amortization	-	-	2,240	2,240	22,907	499	23,406	25,646
	\$44,958	\$75,445	\$448,170	\$568,573	\$185,942	\$68,431	\$254,373	\$822,946

AGENCY CONTRIBUTORS AND COMMUNITY FUNDS

American Association for the Advancement
of Math and Science

The ASPIRA Association Inc.

ASPIRA, Inc. of Florida

ASPIRA, Inc. of Illinois

ASPIRA, Inc. of New York

ASPIRA, Inc. of Pennsylvania

ASPIRA, Inc. of Puerto Rico

Barney, Green & Associates, Inc.

Barringer High School - Newark

Barringer Preparatory School

Bergen County Community College

Boricua Health Organization

Blue Cross and Blue Shield

Caldwell College

Camden Board of Education

Camden High School

Channel 41 - SIN

Channel 41 - WXTV

Connection Cable Corporation

C.U.R.A.

Dankia Enterprises

Dickinson High School

Department of Community Affairs,

State of New Jersey

DeVry Technical Institute

Division of Civil Rights, State of New Jersey

Dr. William H. Horton School - Newark

Drew University

East Side High School - Newark

East Side High School of New Jersey

The Education Law Center

Essex County College

Felician College

Forris High School - Paterson

FOCUS

Franklin School - Newark

Glassboro State College

HSPA

Hispanic Association of Colleges

and Universities

Hispanic Association of Higher Education

Hispanic Bar Association

Hispanic Chamber of Commerce

Hispanic Women's Task Force

Hudson County Community College

International Ladies Garment Workers

International Union of Operating Engineers

JAMAS

Jersey City Board of Education

Jersey City State College

Junior High School #2 - Trenton

K-Mart - Paterson

Kean College

La Casa de Don Pedro, Inc.

Lois Manos Mann Middle School - Newark

Mercer County Community College

Mercer County Hispanic Association

Mi Casa Day Care Center

Monmouth College

Montclair State College

Mount Sinai Medical School

National Association of Hispanic Engineers

Newark Board of Education

Newark Police Department

New Jersey Institute of Technology

New Jersey Network

New Jersey State College Governing
Board Association, Inc.

North Ward Center

Our Lady of Good Counsel High School

Passaic Board of Education

Paterson Alumni Association

Paterson Community Civic Organization

P.I.C.O.

Port Authority of New York & New Jersey

Princeton Educational Center at Blairstown

Princeton University

Proced, Inc.

Puerto Rican Congress of New Jersey

Pyne Poynt Jr. Middle School - Camden

Ramapo College

Rider College

Rutgers, The State University of New Jersey

Seton Hall University

St. Peter's College

Stevens Institute of Technology

Stockton State College

Taller Puertorriqueño

Technical Training Project

Tomas Rivera Center National Institute

for Policy Studies

Trenton Central High School

Trenton Board of Education

Union County College

United Way of Camden

United Way of Essex and West Hudson

University of Medicine and Dentistry of

New Jersey

William Paterson College

Woodrow Wilson High School - Camden

CORPORATIONS

Allied Signal, Inc.

Ashesbury-Busch, Inc.

AT&T

Bell Communications Research

Blue Cross & Blue Shield of New Jersey

Bristol-Myers Squibb Company

Broad National Bank

Bunbury Company, Inc.

Ciba-Geigy

City National Bank

Crum & Forster

Educational Testing Services

Edwards & Kelcey

Firsi Fidelity Bank

Goya Foods, Inc.

Hoffmann-La Roche

Howard Savings Bank

Howmedica

IBM

Jersey Central Power & Light

Johnson & Johnson

Lenox, Inc.

Marushita Electric Corporation

of America

Merrill Lynch

Mutualistic National Bank

Mutual Benefit Life

Nabisco

National Westminster Bank of NJ

New Jersey Bell

Public Service Electric & Gas

R.H. Macy & Co., Inc.

Sandoz Inc.

SONY Corporation

Supermarkets General Corporation

Warner Lambert

WYNNK

FOUNDATIONS & TRUSTS

Allstate Foundation

Becton Dickinson Foundation

Mary Owen Borden Memorial Foundation

Campbell Soup Foundation

Max & Dora Cooper Family Foundation

Gerda R. Dodge Foundation

Ford Foundation

Leighton & Carin Laughlin Trust

Merk Company Foundation

Jay R. Monroe Memorial Foundation

Joseph E. Seagram & Sons, Inc. Foundation

National Starch and Chemical Foundation, Inc.

Prudential Foundation

Roxitoxics Fund

Subaru of America Foundation

Turrell Fund

Victoria Foundation/Allstate Foundation

FEDERAL / STATE / COUNTY

Office of Human Resources / Camden County

Essex County Freeholders / Essex County Discretionary Grant

Department of Policy, Planning & Development

Newark Block Grant

Title XX/DYPS/DCA

Department of Community Development

Department of Human Resources

Department of Community Affairs / Division of Community Resources

Public Health Services

DCA/Office of Hispanic Affairs

DCA/Community Service Block Development Grant

US Department of Education

ASPIRA INC. OF NEW JERSEY

BOARD OF DIRECTORS

Dr. Elsa Nuñez-Wormack

Chairperson

Carlos J. Alma

Gene Calderón

Maria H. Colón

Elvin J. Crespo

Agustín Cruz

Walter A. Oliveras

Dr. Carlos Hernandez

Martín Martínez, Jr.

Wilfredo Nieves

Segundo Pérez, Jr.

Richard Ramirez

Margaret Rosario-Rivera

Dr. Evelyn Seda Lequerica

Delia Sosa

Lourdes Soto

Noemí Velázquez

COMMITTEE OF SPONSORS

Edward J. Lenihan

Chairperson

Anne W. Attridge

Joan Bate

Fairleigh S. Dickinson, Jr.

Saul K. Fenster, Ph.D.

Hon. Millicent Fenwick

Robert H. Franklin

Joseph A. Furfey

Livingstone T. Goodman, Jr.

Jerome Greco

John J. Heldrich

E.R. Kerkeslager

Alan V. Lowenstein, Esq.

John H. Maddocks

Martín Martínez

Fred G. Meissner, Jr.

Walter L. Molineux, Jr.

Alex Plinio

Norman Tanzman

Marshall L. Wolf

STAFF

Executive Office

390 Broad Street
Newark, New Jersey 07104

HILDA ROSARIO
ITALA MANSILLA
ROBERTO DEL RIOS
WANDA DE JESUS
CARMEN I. SANCHEZ
GRACE MEREZ
CARMEN NAZARIO
CARMEN M. RIVERA
DENISE BYRNE
MICHAEL BARNEY
ROSALINDA MELENDEZ

Executive Director
Developmental Officer
Regional Programs Director
Regional Programs Director
Fiscal Officer
Bookkeeper
Office Administrator
Secretary
Consultant
Consultant
Development Intern

Essex County Center

390 Broad Street
Newark, New Jersey 07104

CARMELO FIGUEROA
SANDRA DOHNERT
ANGEL QUINONES
MARIBEL CORTES
ANNETTE ARROCHO
MARIA RANERO
IVETTE D. SANTIAGO SOTO

Leadership Development Coordinator
Math and Science Coordinator
Early Intervention Counselor
Leadership Development Counselor
Academic Achievement Counselor
Health Careers Counselor
Hispanic Community
Mobilization Project Facilitator

Hudson County Center

900 Bergen Avenue
Jersey City, NJ 07306

NANCY VEGA

Health Careers Counselor

Passaic County Center

136 Washington Street
Paterson, New Jersey 07655

PHILIP MARTINEZ
LIRIO DEL A. SANTOS

Talent Search Coordinator
Talent Search Counselor

Mercer County Center

44 Cuyler Avenue
Trenton, New Jersey 08608

REINALDO CORTES
RAMONA SANTIAGO

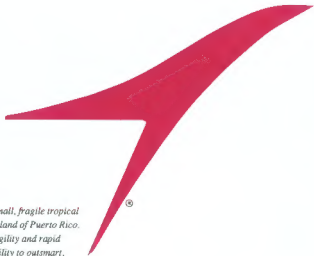
Leadership Development Coordinator
Leadership Development Counselor

Camden County Center

Glassboro State College/
Camden County Community College
200 North Broadway
Camden, New Jersey 08104

EDGARDO CORTES
NORMA J. SANTIAGO
SERGIO PARSÍ

Leadership Development Counselor
Leadership Development Counselor
Leadership Development Counselor



The "pitirre" is a small, fragile tropical bird found on the island of Puerto Rico. It is known for its agility and rapid flight and for its ability to outsmart, tire and defeat much larger birds.

The pitirre represents ASPIRA and is symbolic of the youth who aspire to acquire knowledge and develop into the future leaders. The ASPIRANTE, like the pitirre, will overcome the seemingly overwhelming odds against them throughout life. It is through their struggle that they will gain the skills necessary to return and struggle for the betterment of their communities.